### NSPS Performance Management System Guide for Determining Appropriate Performance Indicators

Performance indicators are general descriptions of levels or thresholds of employee performance used to measure, evaluate, and score an employee's achievement of his/her job objective(s). The appropriate performance indicator will be documented in Part D of the NSPS performance plan form (DD Form 2906) for each eligible employee.

#### **Performance Indicators**

- Professional/Analytical Performance Indicator (generally applies to professional employees),
- Supervisor/Manager Performance Indicator (generally applies to supervisory and managerial employees; and
- Technician/Support Performance Indicator (generally applies to technicians, administrative support, fire fighters and police/security guards).

Pages two to four outline the framework for each pay schedule and pay band and how they associate to the performance indicators. To use the chart, you will need to know the employee's career group, pay band and supervisory functions, if applicable. You will then follow the steps outlined below. Several examples are also listed.

- **Step 1 -** Find the employee's assigned pay schedule in the far left column.
- **Step 2 -** Within that grouping, find the employee's assigned pay band within the employee's assigned career group.
- **Step 3** Determine if the employee performs supervisory duties, then select that row.
- **Step 4** Find the applicable performance indicator in the far right column.

### **Examples - Determining Performance Indicators**

IF Occupation is:	AND Pay Schedule is:	AND Pay Band Level is:	AND Performs Supervisory Duties (Yes/No):	THEN: Performance Indicator
Secretary (0318)	Standard Technician/Support (YB)	1	No	Technician/Support 1
Budget Analyst (0560)	Standard Professional/ Analytical (YA)	1	No	Professional/Analytical 1
Pharmacist (0660)	Medical Professional (YH)	2	No	Professional/Analytical 2
Pharmacist (0660)	Medical Supervisor (YJ)	2	Yes	Supervisory/Managerial 2
Ceramic Engineer (0983)	Scientific & Engineering Professional (YD)	3	No	Professional/Analytical 3
Engineering Technician (0802)	Scientific & Engineering Technician/Support (YE)	3	No	Technician/Support 3
Engineering Technician (0802)	Scientific & Engineering Technician/Support (YE)	3	Yes	Supervisory/Managerial 2 or 3 (depending on base salary)

## **Professional/Analytical Pay Schedules**

Pay Schedule	Pay Bands									Perf	ormance Indicators							
Standard						Bar	nd 1										Pr	ofessional/Analytical 1
Professional/Analytical (YA)										В	and 2						Pr	ofessional/Analytical 2
Fiolessional/Analytical (TA)											Ĩ			Ba	and 3		Pr	ofessional/Analytical 3
Scientific / Engineering						Bar	nd 1										Pr	ofessional/Analytical 1
Professional (YD)									Band 2						Pr	ofessional/Analytical 2		
Professional (YD)														Ba	and 3		Pro	ofessional /Analytical 3
						Bar	nd 1				7						Pro	ofessional /Analytical 1
Medical Professional (YH)	cal Professional (YH)			Band 2							Pro	ofessional/Analytical 2						
															Band	3	Pr	ofessional/Analytical 3
Dhysisian ( Dantist (VC)													Bar	nd 2			Pr	ofessional/Analytical 2
Physician / Dentist (YG)											7					Band 3	Pr	ofessional/Analytical 3
Performing supervisory duties																		Supervisors 3
						Bar	nd 1										Pr	ofessional/Analytical 1
Investigative (YK)										В	and 2						Pr	ofessional/Analytical 2
															and 3		Pr	ofessional/Analytical 3

# **Supervisory Pay Schedules**

Pay Schedule	Pay Bands										Performance Indicators			
								nd 1					!	Supervisors 1
Standard Supervisors (YC)											Band 2		]	Supervisory 2
												Band 3		Supervisors 3
Scientific / Engineering							Ba	nd 1					]	Supervisors 1
Supervisors (YF)											Band 2		]	Supervisors 2
Sapervisors (11)												Band 3		Supervisors 3
								nd 1						Supervisors 1
Madical Supervisors (VI)											Band 2			Supervisors 2
Medical Supervisors (YJ)												Band 3		Supervisors 3
			1										and 4	Supervisors 3
Investigative / Protective							В	nd 1						Supervisors 2
Supervisors (YN)			[								Band 2			Supervisors 2

# **Technician/Support Pay Schedules**

Pay Schedule		Performance Indicators				
Standard Tachnician/Sunner	Band 1					Technician/Support 1
Standard Technician/Support (YB)		Band	2			Technician/Support 2
(10)				Band 3		Technician/Support 3
Performing supervisory duties					Base salary \$46,189 -60,049	Supervisors 1
renorming supervisory duties					Base salary \$60,050 -71,965	Supervisors 2
Scientific / Engineering	Band 1					Technician/Support 1
Technician/Support (YE)		Band	2			Technician/Support 2
reclinicians Support (TE)				Band 3		Technician/Support 3
Performing supervisory duties					Base salary \$46,189 -60,049	Supervisors 1
Fellonning supervisory daties					Base salary \$60,050 -71,965	Supervisors 2
Scientific / Engineering Technician/Support (YE)					Band 4	Technician/Support 4
Performing supervisory duties						Supervisors 2
Madical Taskaisias (Ossas ad	Band 1					Technician/Support 1
Medical Technician/Support		Band	2			Technician/Support 2
(YI)				Band 3		Technician/Support 3
Deufensien ermenieen dutiee					Base salary \$46,189 -60,049	Supervisors 1
Performing supervisory duties					Base salary \$60,050 -71,965	Supervisors 2
	Band 1					Technician/Support 1
Fire Protection (YL)		Band	2			Technician/Support 2
				Band 3		Technician/Support 3
Dorforming ourseningry duties			]		Base salary \$46, 189-60,049	Supervisors 1
Performing supervisory duties					Base salary \$60,050 -71,965	Supervisors 2
Fire Protection (YL)					Band 4	Technician/Support 4
Performing supervisory duties						Supervisors 2
Delice/Security Cuerd (VM)	Band 1					Technician/Support 1
Police/Security Guard (YM)		Band	2			Technician/Support 2

Pay Schedule	Pay Bands	Performance Indicators
	Base salary \$16,352 - 31,209	Technician/Support 1
Student (YP)	Band 1	Professional/Analytical 1 OR
	Base salary \$31,210 - 60,049	Technician Support 2